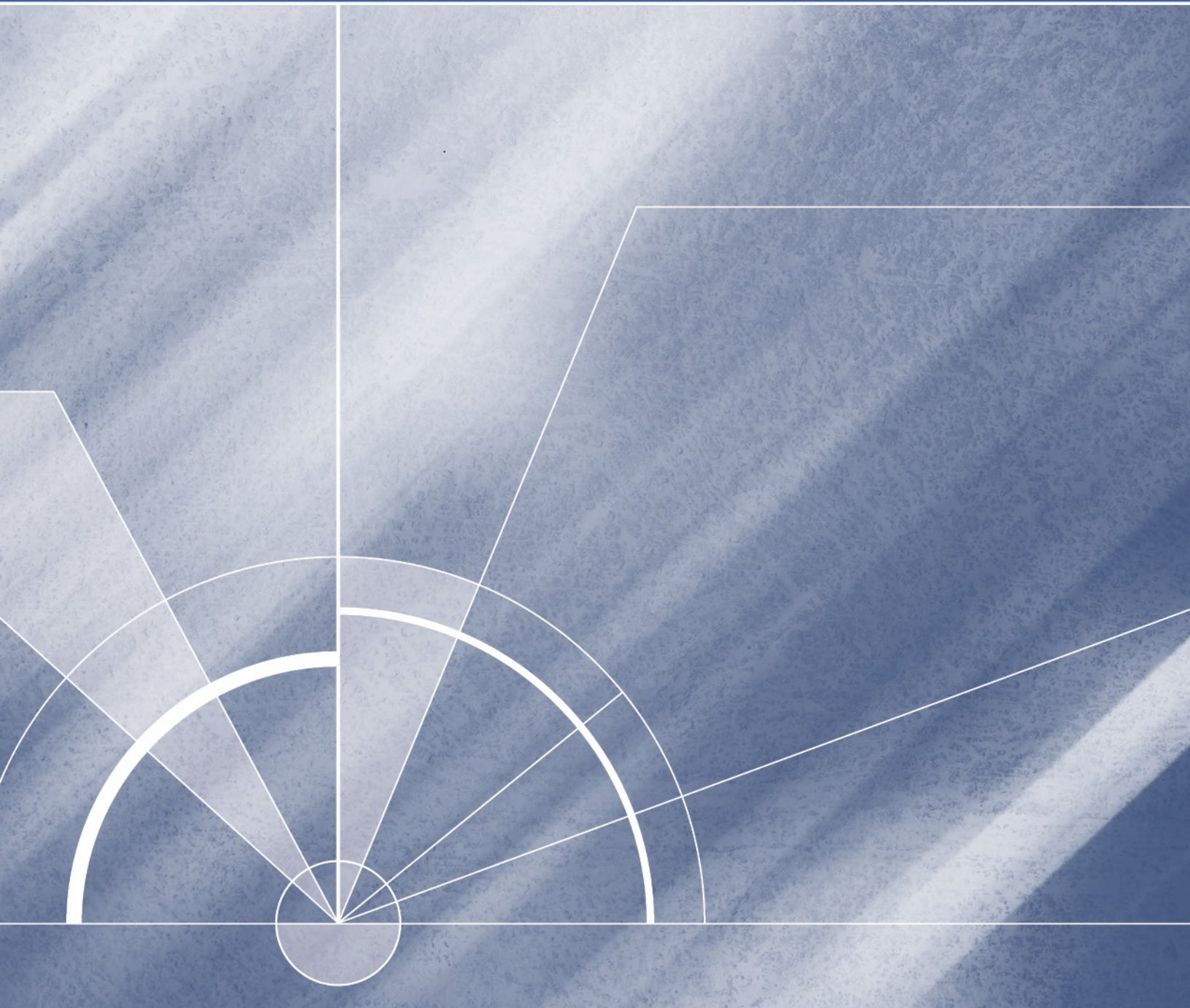


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Military
Service
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Military Service Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
No Prior Military Service	8,014
Currently in National Guard or Reserves	51
Retired	236
Separated or Discharged	614

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
No Prior Military Service	7,999	70.8%	14.7%	14.5%
Currently in National Guard or Reserves	51	69.2%	9.2%	21.6%
Retired	236	73.1%	9.9%	17.0%
Separated or Discharged	614	66.8%	12.2%	20.9%

Environmental Protection Agency

Military Service Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
No Prior Military Service	7,981	73.0%	13.6%	13.4%
Currently in National Guard or Reserves	50	75.6%	7.8%	16.7%
Retired	234	76.0%	12.0%	12.1%
Separated or Discharged	612	70.8%	14.2%	15.0%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
No Prior Military Service	7,938	68.2%	15.7%	16.1%
Currently in National Guard or Reserves	50	65.2%	20.3%	14.5%
Retired	235	70.8%	12.9%	16.3%
Separated or Discharged	608	66.7%	13.0%	20.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
No Prior Military Service	7,979	77.4%	12.3%	10.3%
Currently in National Guard or Reserves	50	70.4%	13.0%	16.6%
Retired	236	79.5%	11.8%	8.8%
Separated or Discharged	612	73.7%	11.7%	14.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
No Prior Military Service	7,935	84.7%	10.0%	5.3%
Currently in National Guard or Reserves	50	79.7%	7.2%	13.1%
Retired	233	87.5%	7.1%	5.4%
Separated or Discharged	608	83.9%	8.7%	7.3%

Environmental Protection Agency

Military Service Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
No Prior Military Service	7,933	80.8%	10.9%	8.3%
Currently in National Guard or Reserves	50	77.5%	11.7%	10.8%
Retired	236	84.1%	5.4%	10.5%
Separated or Discharged	608	79.0%	10.6%	10.5%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
No Prior Military Service	7,980	96.6%	2.2%	1.2%
Currently in National Guard or Reserves	50	95.6%	4.4%	0.0%
Retired	235	94.9%	2.2%	2.9%
Separated or Discharged	613	95.3%	2.7%	2.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
No Prior Military Service	7,958	90.8%	7.7%	1.6%
Currently in National Guard or Reserves	50	97.7%	2.3%	0.0%
Retired	235	94.8%	2.2%	3.0%
Separated or Discharged	610	91.6%	6.8%	1.6%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
No Prior Military Service	7,977	39.3%	17.2%	43.5%	12
Currently in National Guard or Reserves	51	46.1%	18.3%	35.6%	0
Retired	235	55.0%	14.0%	31.0%	0
Separated or Discharged	612	43.8%	15.1%	41.2%	0

Environmental Protection Agency

Military Service Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
No Prior Military Service	7,965	57.8%	17.1%	25.1%	9
Currently in National Guard or Reserves	51	53.9%	30.4%	15.7%	0
Retired	233	62.2%	15.7%	22.0%	0
Separated or Discharged	610	58.4%	17.2%	24.4%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
No Prior Military Service	7,864	61.7%	16.8%	21.5%	23
Currently in National Guard or Reserves	48	55.9%	16.7%	27.4%	1
Retired	229	66.3%	12.9%	20.8%	0
Separated or Discharged	597	57.7%	16.0%	26.4%	5

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
No Prior Military Service	7,925	82.6%	9.4%	8.0%	39
Currently in National Guard or Reserves	51	83.8%	7.1%	9.1%	0
Retired	236	85.2%	6.7%	8.0%	0
Separated or Discharged	611	81.8%	10.1%	8.1%	1

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
No Prior Military Service	7,889	91.1%	6.3%	2.7%	22
Currently in National Guard or Reserves	50	87.1%	9.0%	3.9%	0
Retired	235	95.1%	3.6%	1.2%	0
Separated or Discharged	607	89.9%	5.9%	4.2%	2

Environmental Protection Agency Military Service Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
No Prior Military Service	7,942	72.5%	12.7%	14.8%	17
Currently in National Guard or Reserves	50	76.4%	17.6%	6.0%	0
Retired	236	83.2%	6.8%	10.0%	0
Separated or Discharged	609	76.8%	11.5%	11.7%	4

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
No Prior Military Service	7,909	76.2%	12.6%	11.3%	73
Currently in National Guard or Reserves	50	83.8%	2.2%	14.0%	1
Retired	233	76.6%	12.5%	10.9%	3
Separated or Discharged	609	73.9%	12.4%	13.7%	3

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
No Prior Military Service	7,940	86.6%	9.7%	3.7%	20
Currently in National Guard or Reserves	49	84.7%	8.2%	7.1%	0
Retired	233	87.6%	9.3%	3.1%	0
Separated or Discharged	611	85.2%	9.3%	5.5%	1

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
No Prior Military Service	7,349	64.7%	18.9%	16.4%	601
Currently in National Guard or Reserves	48	72.3%	8.9%	18.8%	3
Retired	229	68.2%	17.2%	14.6%	7
Separated or Discharged	572	61.9%	17.9%	20.2%	33

Environmental Protection Agency

Military Service Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
No Prior Military Service	7,900	51.3%	24.8%	23.9%	74
Currently in National Guard or Reserves	49	60.1%	22.4%	17.6%	2
Retired	235	60.3%	18.0%	21.7%	1
Separated or Discharged	606	53.4%	18.5%	28.1%	5

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
No Prior Military Service	7,862	65.7%	15.2%	19.1%	145
Currently in National Guard or Reserves	51	74.5%	10.0%	15.6%	0
Retired	231	74.4%	8.7%	16.8%	4
Separated or Discharged	603	66.5%	14.0%	19.6%	11

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
No Prior Military Service	8,005	83.9%	9.3%	6.8%
Currently in National Guard or Reserves	51	82.1%	10.8%	7.1%
Retired	234	83.0%	9.0%	8.0%
Separated or Discharged	614	82.1%	7.8%	10.2%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
No Prior Military Service	7,711	43.0%	21.5%	35.5%	281
Currently in National Guard or Reserves	50	51.0%	24.2%	24.8%	1
Retired	226	46.5%	23.5%	30.0%	9
Separated or Discharged	599	40.4%	21.8%	37.8%	15

Environmental Protection Agency

Military Service Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
No Prior Military Service	7,258	42.9%	27.8%	29.3%	714
Currently in National Guard or Reserves	47	41.4%	35.9%	22.7%	2
Retired	218	43.3%	27.5%	29.3%	16
Separated or Discharged	565	39.3%	25.0%	35.6%	46

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
No Prior Military Service	6,814	31.9%	31.2%	36.9%	1,167
Currently in National Guard or Reserves	45	25.8%	38.5%	35.7%	6
Retired	212	41.0%	29.7%	29.3%	23
Separated or Discharged	530	27.8%	28.8%	43.4%	83

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
No Prior Military Service	7,234	40.0%	28.9%	31.1%	750
Currently in National Guard or Reserves	44	46.8%	30.8%	22.4%	7
Retired	223	45.0%	27.6%	27.4%	10
Separated or Discharged	558	38.7%	25.8%	35.5%	54

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
No Prior Military Service	7,062	51.3%	23.9%	24.8%	892
Currently in National Guard or Reserves	47	42.5%	29.7%	27.9%	4
Retired	223	47.8%	25.3%	26.9%	11
Separated or Discharged	551	45.5%	23.2%	31.3%	59

Environmental Protection Agency Military Service Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
No Prior Military Service	7,934	80.4%	10.7%	8.9%	29
Currently in National Guard or Reserves	48	80.3%	11.4%	8.3%	2
Retired	231	80.1%	8.5%	11.5%	2
Separated or Discharged	604	76.2%	10.3%	13.5%	6

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
No Prior Military Service	7,586	57.7%	28.6%	13.7%	401
Currently in National Guard or Reserves	47	57.3%	26.9%	15.7%	3
Retired	226	64.6%	22.5%	12.9%	9
Separated or Discharged	584	54.2%	29.5%	16.3%	27

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
No Prior Military Service	8,004	91.4%	7.3%	1.3%
Currently in National Guard or Reserves	51	84.9%	13.0%	2.2%
Retired	236	91.5%	7.1%	1.4%
Separated or Discharged	614	85.5%	11.6%	2.9%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
No Prior Military Service	7,818	75.9%	14.6%	9.5%	147
Currently in National Guard or Reserves	51	71.1%	12.6%	16.3%	0
Retired	233	78.7%	10.8%	10.6%	2
Separated or Discharged	604	72.9%	13.4%	13.7%	8

Environmental Protection Agency

Military Service Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
No Prior Military Service	7,731	48.3%	23.4%	28.3%	240
Currently in National Guard or Reserves	50	58.1%	10.1%	31.8%	1
Retired	230	58.5%	21.0%	20.5%	6
Separated or Discharged	597	48.2%	21.9%	29.9%	17

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
No Prior Military Service	7,801	61.5%	20.1%	18.5%	184
Currently in National Guard or Reserves	49	59.3%	21.6%	19.1%	1
Retired	230	63.0%	19.9%	17.1%	5
Separated or Discharged	599	54.5%	22.9%	22.6%	9

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
No Prior Military Service	7,666	50.0%	26.8%	23.2%	280
Currently in National Guard or Reserves	47	51.7%	19.2%	29.0%	2
Retired	226	54.3%	24.2%	21.5%	8
Separated or Discharged	591	45.4%	25.3%	29.3%	21

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
No Prior Military Service	7,163	23.1%	31.5%	45.4%	799
Currently in National Guard or Reserves	43	34.9%	37.8%	27.4%	8
Retired	212	31.9%	33.6%	34.5%	22
Separated or Discharged	551	20.7%	32.7%	46.6%	61

Environmental Protection Agency

Military Service Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
No Prior Military Service	7,474	64.5%	22.0%	13.5%	497
Currently in National Guard or Reserves	49	66.9%	13.3%	19.9%	1
Retired	224	67.5%	21.5%	11.0%	9
Separated or Discharged	580	61.7%	24.8%	13.5%	32

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
No Prior Military Service	7,847	84.9%	10.3%	4.8%	134
Currently in National Guard or Reserves	51	85.5%	12.3%	2.2%	0
Retired	232	91.0%	6.2%	2.8%	4
Separated or Discharged	601	84.8%	10.5%	4.7%	10

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
No Prior Military Service	7,889	85.3%	10.7%	3.9%	72
Currently in National Guard or Reserves	48	82.7%	10.8%	6.5%	1
Retired	233	85.0%	9.3%	5.7%	0
Separated or Discharged	601	81.6%	12.9%	5.5%	6

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
No Prior Military Service	7,368	58.2%	21.3%	20.5%	603
Currently in National Guard or Reserves	46	58.7%	22.5%	18.8%	4
Retired	223	58.3%	19.7%	22.0%	12
Separated or Discharged	571	52.1%	23.0%	24.8%	38

Environmental Protection Agency

Military Service Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
No Prior Military Service	7,079	73.5%	16.5%	10.0%	868
Currently in National Guard or Reserves	47	66.8%	16.9%	16.3%	4
Retired	218	69.2%	16.3%	14.5%	17
Separated or Discharged	550	65.0%	18.9%	16.1%	59

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
No Prior Military Service	7,864	72.7%	15.6%	11.8%	109
Currently in National Guard or Reserves	51	73.1%	13.8%	13.1%	0
Retired	235	80.7%	12.6%	6.8%	0
Separated or Discharged	602	72.4%	16.3%	11.3%	11

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
No Prior Military Service	7,981	67.5%	18.2%	14.3%
Currently in National Guard or Reserves	51	53.6%	26.1%	20.3%
Retired	235	67.8%	17.6%	14.6%
Separated or Discharged	614	66.8%	16.4%	16.7%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
No Prior Military Service	7,261	42.1%	27.7%	30.2%	742
Currently in National Guard or Reserves	46	39.9%	24.3%	35.8%	5
Retired	221	44.8%	22.6%	32.7%	14
Separated or Discharged	558	37.9%	25.2%	36.8%	56

Environmental Protection Agency

Military Service Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
No Prior Military Service	7,964	89.4%	6.1%	4.4%	40
Currently in National Guard or Reserves	51	87.1%	4.3%	8.6%	0
Retired	234	93.1%	4.7%	2.2%	2
Separated or Discharged	614	85.4%	8.9%	5.7%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
No Prior Military Service	7,959	77.3%	12.4%	10.3%	29
Currently in National Guard or Reserves	51	78.2%	7.9%	13.9%	0
Retired	236	76.3%	12.7%	11.0%	0
Separated or Discharged	608	72.4%	14.6%	13.0%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
No Prior Military Service	7,909	73.0%	14.5%	12.6%	48
Currently in National Guard or Reserves	49	77.2%	14.4%	8.4%	1
Retired	234	76.5%	9.1%	14.4%	1
Separated or Discharged	607	71.4%	15.4%	13.3%	1

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
No Prior Military Service	7,229	76.8%	17.6%	5.6%	740
Currently in National Guard or Reserves	49	80.0%	10.5%	9.5%	2
Retired	223	82.3%	12.0%	5.7%	13
Separated or Discharged	572	75.1%	17.0%	7.9%	40

Environmental Protection Agency

Military Service Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
No Prior Military Service	7,939	69.3%	17.5%	13.2%	28
Currently in National Guard or Reserves	51	71.7%	12.8%	15.5%	0
Retired	234	72.4%	13.5%	14.1%	2
Separated or Discharged	611	69.6%	16.1%	14.3%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
No Prior Military Service	7,870	76.2%	13.9%	9.9%	115
Currently in National Guard or Reserves	50	78.3%	6.3%	15.4%	1
Retired	233	81.1%	9.3%	9.6%	2
Separated or Discharged	607	71.9%	14.6%	13.5%	5

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
No Prior Military Service	8,004	85.3%	7.8%	6.9%
Currently in National Guard or Reserves	51	81.7%	7.2%	11.1%
Retired	235	86.8%	5.2%	8.0%
Separated or Discharged	614	82.4%	8.5%	9.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
No Prior Military Service	7,986	87.9%	6.7%	5.4%
Currently in National Guard or Reserves	50	91.9%	0.0%	8.1%
Retired	236	90.2%	5.6%	4.2%
Separated or Discharged	610	86.2%	6.6%	7.2%

Environmental Protection Agency Military Service Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
No Prior Military Service	7,987	92.0%	4.4%	3.6%
Currently in National Guard or Reserves	51	93.6%	0.0%	6.4%
Retired	235	93.2%	3.7%	3.0%
Separated or Discharged	611	91.1%	5.7%	3.2%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
No Prior Military Service	7,990	76.9%	12.6%	10.6%
Currently in National Guard or Reserves	51	75.7%	14.9%	9.4%
Retired	235	80.4%	9.4%	10.2%
Separated or Discharged	610	75.0%	11.9%	13.1%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
No Prior Military Service	8,000	80.2%	12.7%	7.1%
Currently in National Guard or Reserves	51	78.6%	12.0%	9.4%
Retired	236	82.7%	9.5%	7.8%
Separated or Discharged	612	77.0%	13.5%	9.5%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
No Prior Military Service	7,839	38.9%	23.1%	38.0%	158
Currently in National Guard or Reserves	51	54.0%	13.6%	32.4%	0
Retired	230	45.5%	26.1%	28.4%	4
Separated or Discharged	604	38.4%	22.4%	39.2%	10

Environmental Protection Agency

Military Service Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
No Prior Military Service	7,442	49.6%	22.1%	28.3%	537
Currently in National Guard or Reserves	48	54.3%	23.6%	22.1%	3
Retired	227	53.9%	26.0%	20.1%	8
Separated or Discharged	567	46.4%	23.0%	30.6%	41

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
No Prior Military Service	7,465	73.4%	16.8%	9.8%	488
Currently in National Guard or Reserves	48	73.2%	8.3%	18.5%	2
Retired	230	76.9%	15.4%	7.7%	4
Separated or Discharged	587	70.5%	17.9%	11.6%	23

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
No Prior Military Service	7,850	65.9%	19.2%	14.9%	104
Currently in National Guard or Reserves	50	70.4%	12.1%	17.4%	0
Retired	232	71.2%	14.0%	14.8%	3
Separated or Discharged	604	60.1%	20.1%	19.8%	4

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
No Prior Military Service	7,378	67.8%	20.7%	11.5%	560
Currently in National Guard or Reserves	48	71.8%	13.4%	14.8%	3
Retired	225	70.1%	18.3%	11.6%	11
Separated or Discharged	568	59.4%	24.0%	16.6%	43

Environmental Protection Agency

Military Service Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
No Prior Military Service	7,718	60.8%	20.3%	19.0%	243
Currently in National Guard or Reserves	47	70.3%	8.5%	21.2%	3
Retired	232	68.1%	17.0%	14.9%	3
Separated or Discharged	591	57.0%	19.6%	23.4%	21

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
No Prior Military Service	7,730	65.6%	19.2%	15.2%	237
Currently in National Guard or Reserves	50	69.0%	11.8%	19.2%	1
Retired	233	68.9%	17.8%	13.3%	2
Separated or Discharged	596	61.7%	19.4%	18.9%	16

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
No Prior Military Service	7,678	68.9%	19.9%	11.2%	309
Currently in National Guard or Reserves	51	70.7%	20.9%	8.4%	0
Retired	228	70.3%	17.8%	12.0%	7
Separated or Discharged	592	61.3%	21.5%	17.2%	22

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
No Prior Military Service	7,840	48.5%	21.6%	29.9%	146
Currently in National Guard or Reserves	51	65.0%	8.1%	26.9%	0
Retired	232	53.9%	22.1%	24.0%	1
Separated or Discharged	607	46.5%	20.7%	32.8%	6

Environmental Protection Agency Military Service Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
No Prior Military Service	6,835	63.6%	24.0%	12.4%	1,157
Currently in National Guard or Reserves	47	64.4%	17.2%	18.4%	4
Retired	222	69.3%	21.9%	8.8%	13
Separated or Discharged	552	62.4%	20.4%	17.2%	62

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
No Prior Military Service	7,987	57.5%	21.2%	21.3%
Currently in National Guard or Reserves	51	61.1%	13.6%	25.3%
Retired	235	62.7%	19.5%	17.8%
Separated or Discharged	614	54.8%	20.3%	24.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
No Prior Military Service	7,990	54.6%	21.4%	24.0%
Currently in National Guard or Reserves	49	56.9%	15.5%	27.6%
Retired	234	66.8%	14.4%	18.8%
Separated or Discharged	612	53.3%	18.7%	27.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
No Prior Military Service	7,959	59.8%	20.7%	19.5%
Currently in National Guard or Reserves	50	50.6%	26.3%	23.1%
Retired	235	60.9%	16.3%	22.8%
Separated or Discharged	613	54.5%	22.0%	23.5%

Environmental Protection Agency

Military Service Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
No Prior Military Service	7,960	39.5%	27.7%	32.8%
Currently in National Guard or Reserves	50	55.1%	17.5%	27.4%
Retired	232	49.7%	24.9%	25.4%
Separated or Discharged	614	38.7%	25.6%	35.8%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
No Prior Military Service	7,959	33.7%	32.2%	34.1%
Currently in National Guard or Reserves	51	35.6%	28.3%	36.1%
Retired	234	44.7%	21.8%	33.5%
Separated or Discharged	611	34.1%	28.4%	37.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
No Prior Military Service	7,956	54.7%	26.4%	18.9%
Currently in National Guard or Reserves	50	52.0%	27.8%	20.2%
Retired	234	64.7%	16.7%	18.6%
Separated or Discharged	610	51.4%	22.5%	26.1%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
No Prior Military Service	7,973	70.9%	16.3%	12.8%
Currently in National Guard or Reserves	51	63.9%	18.8%	17.3%
Retired	236	73.4%	17.1%	9.6%
Separated or Discharged	611	69.4%	15.0%	15.6%

Environmental Protection Agency

Military Service Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
No Prior Military Service	7,971	69.8%	14.5%	15.7%
Currently in National Guard or Reserves	50	71.0%	21.1%	7.9%
Retired	236	68.8%	18.9%	12.4%
Separated or Discharged	612	70.2%	14.2%	15.7%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
No Prior Military Service	7,979	60.4%	20.9%	18.7%
Currently in National Guard or Reserves	51	65.4%	9.7%	24.9%
Retired	233	65.5%	16.5%	17.9%
Separated or Discharged	612	58.2%	20.2%	21.6%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
No Prior Military Service	7,961	90.6%	2.4%	3.4%	3.5%
Currently in National Guard or Reserves	51	91.4%	8.6%	0.0%	0.0%
Retired	236	89.5%	5.8%	3.3%	1.4%
Separated or Discharged	607	88.6%	4.2%	4.1%	3.1%

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
No Prior Military Service	7,992	3.5%	47.3%	12.6%	20.1%
Currently in National Guard or Reserves	51	0.0%	54.9%	10.1%	20.3%
Retired	236	1.9%	50.7%	5.8%	16.2%
Separated or Discharged	610	3.9%	45.1%	9.4%	18.0%

(continued)

Environmental Protection Agency

Military Service Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
No Prior Military Service	7,992	1.8%	0.9%	2.3%	11.4%
Currently in National Guard or Reserves	51	3.6%	0.0%	5.0%	6.0%
Retired	236	5.3%	1.4%	4.6%	13.9%
Separated or Discharged	610	3.0%	1.5%	4.1%	15.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
No Prior Military Service	7,944	66.3%	31.6%	2.1%
Currently in National Guard or Reserves	51	50.9%	40.3%	8.8%
Retired	234	67.4%	30.2%	2.4%
Separated or Discharged	610	62.0%	33.4%	4.6%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
No Prior Military Service	7,949	37.8%	58.9%	3.2%
Currently in National Guard or Reserves	49	46.2%	51.5%	2.3%
Retired	235	36.5%	59.9%	3.6%
Separated or Discharged	608	37.4%	57.4%	5.2%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
No Prior Military Service	7,906	12.6%	85.5%	1.9%
Currently in National Guard or Reserves	51	9.6%	86.6%	3.8%
Retired	233	12.4%	84.7%	2.9%
Separated or Discharged	605	12.8%	84.4%	2.9%

Environmental Protection Agency Military Service Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
No Prior Military Service	7,936	3.2%	85.7%	11.2%
Currently in National Guard or Reserves	49	2.0%	88.9%	9.1%
Retired	233	3.2%	87.0%	9.8%
Separated or Discharged	607	2.7%	83.5%	13.7%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
No Prior Military Service	7,929	2.4%	85.8%	11.8%
Currently in National Guard or Reserves	51	4.0%	89.4%	6.6%
Retired	235	3.2%	86.8%	10.0%
Separated or Discharged	609	2.5%	84.0%	13.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
No Prior Military Service	6,638	88.5%	7.1%	4.4%	49
Currently in National Guard or Reserves	42	88.7%	11.3%	0.0%	1
Retired	178	87.9%	6.1%	5.9%	0
Separated or Discharged	471	85.1%	8.2%	6.7%	2

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
No Prior Military Service	5,237	94.4%	3.9%	1.7%	65
Currently in National Guard or Reserves	24	95.4%	4.6%	0.0%	0
Retired	160	91.2%	3.7%	5.0%	0
Separated or Discharged	377	92.5%	4.4%	3.1%	6

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Military Service Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
No Prior Military Service	2,957	86.5%	11.0%	2.4%	96
Currently in National Guard or Reserves	23	90.5%	0.0%	9.5%	2
Retired	80	86.5%	8.8%	4.7%	1
Separated or Discharged	218	85.2%	10.3%	4.5%	8

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
No Prior Military Service	975	82.4%	12.8%	4.8%	119
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	31	76.0%	17.4%	6.6%	1
Separated or Discharged	73	85.6%	10.7%	3.7%	9

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
No Prior Military Service	231	72.9%	22.5%	4.6%	92
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	<10	--	--	--	--
Separated or Discharged	16	87.8%	6.4%	5.8%	9

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
No Prior Military Service	182	69.1%	27.7%	3.2%	79
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	<10	--	--	--	--
Separated or Discharged	11	100.0%	0.0%	0.0%	10

**The results for this item only include employees who indicated that they participated in this program.*